

# **EFFECTS OF TALENT MANGEMENT IN RETENTION, JOB SECURITY and EMPLOYEE MOTIVATION IN ABBOTT**

**By**

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**MBA Thesis**  
**2<sup>nd</sup> Half-semester Progress Report & Thesis Approval Statement**

**Supervisor-Student Meeting Record**


No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	6/April/2015	Faculty Room	Data Collection and Interpretation	<i>Bint</i>
6	27/April/2015	Faculty Room	Data Analysis (SPSS)	<i>Bint</i>
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**APPROVAL FOR EXAMINATION**

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 10% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:  Date: 03/07/15  
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All the praise to Almighty Allah the most beneficent and merciful who gave me strength to compile the MBA Research Report on "EFFECTS OF TALENT MANAGEMENT IN POLICIES AND CHARACTERISTICS ON EMPLOYEES"

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## ABSTRACT

**Purpose** – The purpose of this study is to enhance the importance of Talent Management Practices in ABBOTT (Pakistan) and. The focus will be on providing an explanation of what Talent Management is, its importance in the workplace and outlining the different approaches and practices. Identify the positive and negative effect of talent management on Abbot and try to find how talent management help to retain, secure and motivate their employees by the help of talent management.

**Methodology/Sample** –the sample selected for this report is whole HR department, managers of different department and employees. The research data was collected by questionnaire and face to face interview.

**Findings** - The main findings from this research are that talent management practices will definitely increases the motivation level of employees also it help the organization for retaining their employees and to secure job. To be successful and gain sustainable edge recommended that organizations must keep eye on their people and take care of them in all manners. This process needed special attention as much as goals of the organization because the talented people are definitely the most valuable asset for an organization.

**Research Limitations** - Data confidentiality policy of organizations, time constraint and unavailability of concerned personnel at the time of interviews were limitations in some cases while gathering data.

**Key words:**

Talent management, Retention, Job security, Motivation

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